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Director  
Intelligence Community Staff  
Washington, D.C. 20505

DCI/ICS 82-4203  
24 February 1982

MEMORANDUM FOR: Lieutenant General Lincoln D. Faurer, USAF  
Director, National Security Agency

SUBJECT: Technical Manpower Study

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1. The Science and Technology Advisory Panel (STAP) has been asked by the DCI to investigate the subject of the Intelligence Community's need for technical manpower. This subject is part of the broader manpower issue which was identified in the 1985 Intelligence Capabilities Study as requiring special attention for purposes of long-range planning. Among the concerns addressed in the individual agency papers submitted during the course of that study, the requirement for technically qualified civilian manpower stood out in terms of its universality and potential severity. ☐ 25X1

2. The Intelligence Community has a need for engineers, physical scientists, and computer scientists to fill positions as analysts, researchers, and contract monitors. The Community's ability to recruit and retain qualified and talented manpower is likely to diminish during the decade as the competition from the private sector for a dwindling supply of technically qualified personnel becomes more intense. The situation is serious, and will grow more so unless steps are taken now to address the underlying causes. With your help, the STAP proposes to review the Community's technical manpower hiring and retention practices. It will make specific recommendations which could be translated either into specific program initiatives, or into modifications of personnel policy procedures. ☐ 25X1

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3. To accomplish this, I am asking for your assistance in responding to the attached questionnaire for the National Security Agency. Where possible, the Panel has asked for data on civilian personnel only; where they have asked for categorical breakdowns, they are looking for consistency more than precision. A report by the National Science Foundation on the supply of qualified science and engineering manpower has been included to help place the Community's concerns in context. In order to facilitate the study please submit the name of your action officer to [redacted] of [redacted] Intelligence Community Staff who is providing staff support to the project; he will be available to answer any questions you may have about the undertaking. A response by mid-April 1982, would be of great benefit. [redacted] 25X1

4. I am hopeful that this effort on the part of the STAP will result in tangible benefits to NSA and to the Community. [redacted] 25X1

Attachment:  
a/s

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